	Professional Engineers & Technicians Association (PETA)	Fremont Association of City Employees (FACE) SEIU 1021 & Confidential Employees 07/01/11-06/30/13	Teamsters Local 856 Police Department Non-Sworn  07/01/13-06/30/15	Operating Engineers Local 3 07/01/13-06/30/15	Fire Safety IAFF Local 1689 07/01/13-06/30/15	Battalion Chiefs IAFF Local 1689	Fremont Police Association (FPA)
Most Recent COLA	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 6% (4% COLA & 2% Market)	6/22/08 - 6% (4% COLA & 2% Market)	6/22/08 - 6% (4% COLA & 2% Market)
	Effective 06/30/13, 4.25% pay increase.	Effective 06/30/13, elimination of the Employee paid Employer CalPERS 5.29% Contribution.	Effective 06/30/13, elimination of the Employee paid Employer CalPERS 3.63% Contribution.	Effective 06/30/13, elimination of the Employee paid Employer CalPERS 5.29% Contribution.	Effective 06/30/13,	Effective 06/30/13-	Effective 07/01/13,
2014-2015 Employee Compensation	Effective 06/29/14- Wage increase in the amount of 2.0%		Effective 06/29/14- Wage increase in the amount of 2.0%	Effective 06/29/14- Wage increase in the amount of 2.0%	Effective 06/29/14- Wage increase in the amount of 2.0%	Effective first full pay period in July 2014- Wage increase in the amount of 2.0%	Effective 07/01/14- Wage increase in the amount of 2.0%
CalPERS Retirement for Employees hired before 04/08/2012	2.5% @ 55	2.5% @ 55	2.5% @ 55	2.5% @ 55	3% @ 50	3% @ 50	3% @ 50
Final Comp.	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year
Survivor Benefit	4th Level	4th Level	4th Level	4th Level	3rd Level	3rd Level	4th Level
CalPERS Retirement for Classic Members hired after 04/08/2012	2.0% @ 60	2.0% @ 60	2.0% @ 60	2.0% @ 60	3% @ 55	3% @ 55	3% @ 55
Final Comp.	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years
Survivor Benefit CalPERS Retirement for New Members hired on or after 01/01/2013	4th Level 2% @ 62	2% @ 62	4th Level 2% @ 62	4th Level 2% @ 62	3rd Level 2.7% @ 57	3rd Level 2.7% @ 57	4th Level 2.7% @ 57
Final Comp.	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years
Survivor Benefit	4th Level	4th Level	4th Level	4th Level	3rd Level	3rd Level	4th Level
Employer Rate FY 13/14	23.461%	23.461%	23.461%	23.461%	36.450%	36.450%	39.450%

for Represented Employees	Engineers & Technicians Association (PETA)	of City Employees	Teamsters Local 856 Police Department Non-Sworn	Local 3	Fire Safety IAFF Local 1689	Battalion Chiefs IAFF Local 1689	Fremont Police Association (FPA)
CalPERS Employee Contribution for Employees hired before 04/08/2012	8%	8%	8%	8%	12%	12%	9%
CalPERS Employee Contribution for Classic Members	7%	7%	7%	7%	12%	12%	9%
CalPERS Employee Contribution for New Members	6.25%		6.25%	6.25%	12%	12%	11.25%
Shoe Allowance	\$175 every two years	N/A	N/A	\$225 annually	N/A	N/A	N/A
Tool & Gloves Allowance	N/A	N/A	N/A	Tools-\$550 annually Gloves-\$50 annually depending on classification	N/A	N/A	N/A
Vest Reimbursement	N/A	N/A	Initial vest provided to Community Service Officer (CSO). Reimbursement maximum \$800/every five (5) years for replacement.	N/A	N/A	N/A	N/A
Training Pay	N/A	5% of base pay - 5 days minimum	5% of base pay	N/A	\$150/month	N/A	FTO - 5% of base pay
Educational Incentive Pay	N/A	N/A	N/A	N/A	Level 1 - \$29.54 bi- weekly Level 2- \$59.08 bi- weekly Level 3- \$100.62 bi- weekly	<u>Level 1</u> - \$64/mo <u>Level 2</u> - \$128/mo <u>Level 3</u> - \$218/mo	Level 1 - 2.5% of base pay Level 2- 5% of base pay with addt'l 2.5% after 8 yrs

Contract Information for Represented Employees	Professional Engineers & Technicians Association (PETA)	Fremont Association of City Employees (FACE) SEIU 1021 & Confidential Employees	Teamsters Local 856 Police Department Non-Sworn	Local 3	IAFF Local 1689		Fremont Police Association (FPA)
Tuition Reimbursement	Available to non-probationary employees with at least 6-months of full time service. \$3,000 max per employee per fiscal year for college/university courses. \$1,000 per employee per fiscal year for certification programs or CEUs. Total benefit not to exceed \$3,000 per fiscal year.	fund \$20,000 per fiscal year. Unexpended funds from one year shall be carried forward to the next year. Max reimbursement will be \$1,200 per employee per fiscal year. Specific	with at least six months of full time service. The City will fund \$7,500 for each fiscal year. Unexpended funds from one year shall be carried forward to the next year. Max	\$600 per employee per fiscal year.	N/A	N/A	N/A
Stand-By Pay	Stand-by duty shall be paid at the straight hourly rate according to the following formula: - 1 hr for < 8 hrs on duty - 2 hrs for 8-16 hrs on duty - 3 hrs for 16-24 hrs on duty. If called to duty, paid at 1.5 OT and guaranteed a minimum of 2 hrs of work or pay.		N/A	N/A	N/A	N/A	\$100 week for investigators
Court Pay	Off duty employees who appear in court in response to a subpoena as part of their normal work assignment shall be entitled to a minimum of four (4) hours of pay at time and a half.	Off duty employees who appear in court in response to a subpoena as part of their normal work assignment shall be entitled to a minimum of four (4) hours of pay at time and a half.	Off duty employees who appear in court in response to a subpoena as part of their normal work assignment shall be entitled to a minimum of four (4) hours of pay at time and a half.		N/A	N/A	4 hrs @ 1.5 OT

for Represented Employees	Professional Engineers & Technicians Association (PETA)	Confidential Employees	Teamsters Local 856 Police Department Non-Sworn	Operating Engineers Local 3		Battalion Chiefs IAFF Local 1689	Fremont Police Association (FPA)
Specialty Pay	N/A	Professional License Pay - Counselor & Case Managers who possess and and maintain a license, as designated in the MOU, will receive \$300/mo. Pro-rated for modified/PT work schedule.	Administrative Assignment Pay - CSO class eligible for Administrative Assignment at 5% of base pay. CSO will work a 40 hr work week. To compensate, paid an additional 3.72% of base pay for the length of the 40 hr assignment.  Crime Scene Specialist- 5% of base pay for term of assignment		Paramedic Certification \$2,500/every 2 yrs.  Staff Assignment- Temporary 40 hr/week schedule. 7.5% of base pay  Staff Captain- 40 hour/week assignment for two years. 17.5% of base pay.  Tiller Pay- \$.0625/hour while on Tiller assignment  EMT Pay- 2.5% of base pay  Paramedic Pay- 10% above Step 5 Firefighter  Special Operations Task Force- 7.5% of base pay  Hazmat Materials- 5% of base pay	<u>hr schedule</u> - 7.5% of base pay	Specialist Pay - 5% of base pay for specific assignments  Administrative Officer Pay- 10% of base pay  Bilingual Pay- \$100/mo

for Represented Employees	Engineers & Technicians Association (PETA)	of City Employees (FACE) SEIU 1021 & Confidential Employees	Police Department Non-Sworn	Local 3	IAFF Local 1689	IAFF Local 1689	Fremont Police Association (FPA)
	higher class or 5% with a 5 consecutive day minimum. Greater of bottom of salary range or 10% of base pay for acting in a management class with a 5 consecutive day	higher class or 5% with a 5 consecutive day minimum. Greater of bottom of salary range or 10% of base pay for	with a 5 day minimum	the higher class or 5% with a 5 day minimum cumulatively over fiscal year, retroactive to the first day of service.	5% of base pay. Unit members who perform as an acting Battalion Chief for 30 or more consecutive calendar days will be paid at the first step of Battalion Chief classification or 5%, whichever is greater for the entire period of the assignment.	event shall any person serving in an acting capacity be compensated for more	Greater of first step of higher class or 5% of base pay.
		Does not apply if called back to work within two (2) hours of regular start time.	Does not apply if called back to work within two (2) hours of regular start time or if scheduled to appear or return to training sessions or meetings.	the end of the regular shift and 11:59 p.m., shall receive two (2) hours of work @ 1.5 OT.		3 hrs @ 1.5 OT (see MOU for details)	3 hrs @ 1.5 OT
Anniversary Bonus	N/A		One Time Bonus Completion of: 14 years = \$500 19 years = \$500		N/A	N/A	N/A

Contract Information for Represented Employees	Professional Engineers & Technicians Association (PETA)	Fremont Association of City Employees (FACE) SEIU 1021 & Confidential Employees	Teamsters Local 856 Police Department Non-Sworn		Fire Safety IAFF Local 1689	Battalion Chiefs IAFF Local 1689	Fremont Police Association (FPA)
Longevity Pay	N/A	N/A	N/A		19 yrs - addt'l 1.8% of base pay 26 yrs- addt'l 5.8% of base pay 27 yrs- addt'l 3% of base pay 28 yrs- addt'l 1.4% of base pay	19 yrs - addt'l 1.8% of base pay 26 yrs- addt'l 5.8% of base pay	19 yrs - addt'l 2.5% of base pay 24 yrs- addt'l 2.3% of base pay 26 yrs- addt'l 4.6% of base pay 27 yrs- addt'l 2.3% of base pay 28 yrs- addt'l 1.2% of base pay
City Paid Health Benefits Allowance (HBA). Excess HBA over premium cost paid as taxable ABC Cash (cafeteria plan).	01/01/14 - HBA \$1,718/mo 01/01/15- HBA \$1,798/mo Used to purchase medical, dental, and vision insurance. ABC cash cap \$580/mo.	01/01/11 - HBA \$1,521.95/mo Used to purchase medical, dental, and vision insurance. ABC cash cap \$580/mo.	Effective 01/01/14- HBA= \$1,592/mo  Effective 01/01/15- HBA = \$1,672/mo  ABC cash cap \$580/mo.  Health benefits provided by Teamsters Local 856 Health & Welfare Trust.	Family - \$2,102/mo  Effective 01/01/15  HBA Amounts:  EE only: \$871/mo  EE + 1= \$1,695/mo	Effective 01/01/14- HBA = \$1,700/mo Effective 01/01/15- HBA= \$1,780/mo Used to purchase medical and dental insurance. Maximum ABC cash cap \$580/mo	Effective 01/01/14- HBA = \$1,700/mo  Effective 01/01/15- HBA = \$1,780/mo Used to purchase medical and dental insurance. Maximum ABC cash cap \$580/mo	Effective 01/01/14 - HBA = \$1,660/mo. Effective 01/01/15 HBA increases to \$1,740/mo Used to purchase medical and dental insurance. Maximum ABC cash cap \$580/mo.
Medical Plans	HMO or PPO plans provided through CalPERS. Premiums vary depending on plan and coverage levels.	HMO or PPO plans provided through CalPERS. Premiums vary depending on plan and coverage levels.	Coverage provided through Health & Welfare Trust.	provided through CalPERS. Premiums vary depending on plan and coverage levels.	HMO or PPO plans provided through CalPERS. Premiums vary depending on plan and coverage levels.	HMO or PPO plans provided through CalPERS. Premiums vary depending on plan and coverage levels.	HMO or PPO plans provided through CalPERS. Premiums vary depending on plan and coverage levels.

Contract Information for Represented Employees	Professional Engineers & Technicians Association (PETA)	Fremont Association of City Employees (FACE) SEIU 1021 & Confidential Employees	Teamsters Local 856 Police Department Non-Sworn	Local 3	Fire Safety IAFF Local 1689	Battalion Chiefs IAFF Local 1689	Fremont Police Association (FPA)
Dental Premium- Effective 01/01/14	Coverage provided through Delta Dental  EE only = \$45.00/mo  EE + 1= \$84.00/mo  Family = \$144.00/mo	Coverage provided through Delta Dental. Mandatory Enrollment. \$149.50/mo premium paid from HBA.	Coverage provided through Health & Welfare Trust.	Coverage provided through Operating Engineers. Mandatory enrollment if medical is elected.  Dental Only EE only- \$69/mo EE + 1- \$138/mo Family- \$186/mo  Dental w/ ortho: EE only- \$77/mo EE + 1- \$146/mo Family- \$194/mo	Coverage provided through Delta Dental. \$149.50/mo	Coverage provided through Delta Dental. \$149.50/mo	Coverage provided through Delta Dental. \$118.20/mo
Vision Plan Premiums (VSP) Effective 01/01/14 Voluntary Enrollment	Two vision plans available through VSP: Standard: EE only \$8.16/mo EE + 1= \$11.62/mo Family = \$20.48/mo High: EE only = \$11.88/mo EE 1= \$17.04/mo Family= \$30.20/mo	Two vision plans available through VSP: Standard: EE only \$8.16/mo EE + 1= \$11.62/mo Family = \$20.48/mo High: EE only = \$11.88/mo EE 1= \$17.04/mo Family= \$30.20/mo	Coverage provided through Health & Welfare Trust.	Coverage provided through Operating Engineers Local 3 Fund. EE only = \$8.00/mo EE + 1= \$16.00/mo Family =\$ 22.00/mo	Provided through association	Provided through association	Provided through association
Employee Assistance Plan Premiums Effective 01/01/13; City Paid	\$4.34/mo	\$4.34/mo	\$4.34/mo	\$4.34/mo	\$4.34/mo	\$4.34/mo	\$4.34/mo
Life Insurance - Premiums Effective 01/01/13; City Paid	\$50,000 coverage \$4.20/mo \$1,500 dependent cov. \$0.35/mo	\$50,000 coverage \$4.20/mo \$1,500 dependent cov. \$0.35/mo	\$50,000 coverage \$4.20/mo \$1,500 dependent cov. \$0.35/mo	\$50,000 coverage \$4.20/mo \$1,500 dependent cov. \$0.35/mo	\$50,000 coverage \$4.20/mo \$1,500 dependent cov. \$0.35/mo	\$50,000 coverage \$4.20/mo \$1,500 dependent cov. \$0.35/mo	\$50,000 coverage \$4.20/mo \$1,500 dependent cov. \$0.35/mo
Supplemental Life Insurance - Voluntary \$10,000 to \$300,000; employee, spouse, & family coverage available; Employee Paid	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage

for Represented Employees	_		Teamsters Local 856 Police Department Non-Sworn		Fire Safety IAFF Local 1689	Battalion Chiefs IAFF Local 1689	Fremont Police Association (FPA)
AD&D Insurance - Voluntary, amounts vary; employee, spouse, & family coverage available; Employee Paid	Premium varies by volume & type of coverage	volume & type of	Premium varies by volume & type of coverage	volume & type of	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage	Premium varies by volume & type of coverage
Short Term Disability - Voluntary Enrollment; Employee Paid	to maximum benefit of \$2,500 per week. Premium is \$0.221 per	EE's monthly salary to maximum benefit of \$2,500 per week. Premium is \$0.221 per \$100 of base salary.	EE's monthly salary to maximum benefit of \$2,500 per week. Premium is \$0.221 per	Calculated at 66.67% of EE's monthly salary to maximum benefit of \$2,500 per week. Premium is \$0.221 per \$100 of base salary. After-tax deduction.	N/A	N/A	N/A
	Calculated at 66.67% of employee's monthly salary to maximum benefit of \$10K/mo. Premium is \$0.525 per \$100 of base salary.	employee's monthly salary to maximum benefit of \$10K/mo. Premium is \$0.525 per		Calculated at 66.67% of employee's monthly salary to maximum benefit of \$10K/mo. Premium is \$0.525 per \$100 of base salary.	per EE per month toward LTD trust	City contributes \$19.50 per EE per month toward LTD trust maintained by Union.	City contributes \$57.16 per EE per month to CLEA for LTD benefits.

for Represented Employees	Professional Engineers & Technicians Association (PETA)	(FACE) SEIU 1021 & Confidential Employees	Teamsters Local 856 Police Department Non-Sworn	Local 3	Fire Safety IAFF Local 1689	Battalion Chiefs IAFF Local 1689	Fremont Police Association (FPA)
Retirees may continue in City plan or utilize another plan and receive reimbursement.	Employees hired prior to 7/1/06 and retires within 120 days of separation from the City will receive \$300/mo.  Employees hired on or after 07/01/06, will be eligible for medical reimbursement based on total yrs of service as provided in MOU.	Employees hired prior to 01/01/07 and retiring during term of MOU within 120 days of separation from the City, will receive up to \$300/mo.  Employees hired on or after 07/01/07 are eligible for medical reimbursement based	reimbursement.  Retired on or after 07/01/05 or on or after 07/01/07, will be eligible for max \$300 reimbursement if vested with CalPERS, has completed at least five (5) years of continuous service and is at least age 50 or has received a CalPERS industrial disability retirement. Actual amount of	eligible for medical premium reimbursement if retires from City within 120 days of separation, is vested with CalPERS, has completed at least five (5) years of continuous service with the City and is at least age 50 or has received a CalPERS disability retirement. Actual amount of reimbursement is	reimbursement will equal Kaiser California Health Plan premium for 2-party, or \$500/mo if hired after 1/1/12, in effect at the date of retirement.  To be eligible for reimbursement the employee must retire from the City within 120 days of separation, be vested	will equal the Kaiser California Health Plan premium for 2-party coverage in effect at the date of retirement. Employees who came to the City of Fremont in 1994 as part of the	California Health Plan premium for single-party coverage in effect on 01/01/02.  Retired on or after 08/01/99: receive medical reimbursement based on total years of City service as provided in MOU. To be eligible for retiree medical reimbursement the employee must retire from the City within 120
					or retired under a CalPERS industrial disability Surviving Spouse- 10-14 yrs = \$90/mo 15 yrs = \$94.50/mo 16+ yrs = \$100/mo  Can receive up to 10 years of service credit for work with other fire agencies.	Surviving Spouse- 10-14 yrs = \$90/mo 15 yrs = \$94.50/mo 16+ yrs = \$100/mo Can receive up to 10 years of service credit for work with other fire agencies.	Can receive up to 10 years of service credit for work with other law enforcement agencies.

for Represented Employees	Professional Engineers & Technicians Association (PETA)	of City Employees	Teamsters Local 856 Police Department Non-Sworn	Operating Engineers Local 3	Fire Safety IAFF Local 1689	Battalion Chiefs IAFF Local 1689	Fremont Police Association (FPA)
Vacation Accrual	N/A	N/A	N/A	N/A	56 Hour Schedule 1-5 yrs = 158 hrs 6-10 yrs = 204 hrs 11-15 yrs = 250 hrs 16-20 yrs = 283 hrs 21-26 yrs = 295 hrs 27 yrs = 127 hrs 28 yrs = 41 hrs 29 yrs = 0 hrs (See MOU for 40 hr schedule)	56 Hour Schedule 1-5 yrs = 158 hrs 6-10 yrs = 204 hrs 11-15 yrs = 250 hrs 16-20 yrs = 283 hrs 21-26 yrs = 295 hrs 27 yrs = 127 hrs (See MOU for 40 hr schedule)	1-5 yrs = 96 hrs 6-9 yrs = 120 hrs 10-14 yrs = 176 hrs 15-26 yrs = 200 hrs 27 yrs = 72 hrs 28 yrs = 24 hrs 29+ yrs = 0 hrs
Sick Leave Accrual	N/A	N/A	N/A	N/A	12 hrs/mo for EE assigned to 56-hr schedule. 8.57 hrs/mo for EE assigned to 40- hr schedule	12 hrs/mo for EE assigned to 56-hr schedule. 8.57 hrs/mo for EE assigned to 40- hr schedule	8 hrs/mo 4 hrs/mo after 24+ yrs of service
Annual General Leave Accrual rate is based on years of service and actual hours worked. Replaces vacation, sick leave, and personal leave hours.			0-5 yrs = 192 hrs 6-10 yrs = 216 hrs 11-15 yrs = 240 hrs 16+ yrs = 264 hrs	0-5 yrs = 192 hrs 6-10 yrs = 216 hrs 11-15 yrs = 240 hrs 16+ yrs = 264 hrs	N/A	N/A	N/A
over to a sick leave	1.5 x annual accrual; rollover maximum to sick leave bank is 520 hrs	sick leave bank is 520	1.5 x annual accrual; rollover maximum to sick leave bank is 300 hrs	1.5 x annual accrual; rollover maximum to sick leave bank is 350 hrs	2 x annual accrual	2 x annual accrual	3 x annual accrual; rollover maximum to sick leave bank is 1,040 hrs

	Professional	Fremont Association	Teamsters Local 856	Operating Engineers	Fire Safety	Battalion Chiefs	Fremont Police
for Represented	Engineers & Technicians	of City Employees	Police Department Non-Sworn	Local 3	IAFF Local 1689	IAFF Local 1689	Association (FPA)
Employees	Association (PETA)	(FACE) SEIU 1021 & Confidential	Non-Sworn				
	ASSOCIATION (PETA)	Employees					
Leave Liquidation	Must have 19+ yrs of	Must have 15+ yrs of	Must have 15+ yrs of	Must have a minimum if	EEs who have 75% of	EEs who have 75% of	
Program	service, and 75% of	service and 75% of	service, and 75% of	15+ yrs of service and	their max accruable	their max accruable	
	max accruable general	max accruable leave at	max accruable general	75% of max accruable	leave, may liquidate a	leave, may liquidate a	
		end of 1st pay period in	leave at end of 1st pay	general leave at the			
	period in May before	May before the start of	period in May before	end of the first pay	vacation at the base	accrued vacation at	
	start of new fiscal year.	new fiscal year.	start of new fiscal year.	period that ends in the	hourly rate. Amount is	the base hourly rate.	
	Maximum liquidation	Maximum liquidation	Maximum liquidation	preceding May, can	dependent on	Amount is dependent	
	limit will be based on	limit will be based on	limit will be based on	liquidate up to 60 hrs.	continuous years of	on continuous years of	
	the EE's years of	the EEs yrs of service.	the EE's years of	Maximum liquidation	service. Payment will	service.	
	service. Paid out in a	Paid out in a lump sum	service. Paid out in a	based on years of	be processed on the		
	lump sum on the first	on the first scheduled	lump sum on the first	service. Paid out in a	second pay check of		
	scheduled payday in the following August.	payday in the following August.	scheduled payday in the following August.	lump sum on the first scheduled payday in	the month following quarterly deadline.		
	The following August.	August.	the following August.	the following August.	quarterry deadline.		
				the following August.			
Sick Leave Incentive	N/A	N/A	N/A	N/A	See MOU for details	See MOU for details	See MOU for details
Program							
Floating Holiday (Non-	8 hours per fiscal year	8 hours per fiscal year	8 hours per fiscal year	8 hours per fiscal year	N/A	N/A	8 hrs per fiscal year (if
accruable, granted							not used added to
annually, use or lose)							holiday bank)
Holidays	Twelve paid 8 hr days.	Twelve paid 8 hr days.	Twelve paid 8 hr days.	Twelve paid 8 hr days.	144 hrs per fiscal year	144 hrs per fiscal year	96 hrs per fiscal year
	Hours are pro-rated for	Hours are pro-rated for	Hours are pro-rated for	Hours are pro-rated for			
	EEs on a modified/part-	·		EEs on a modified/part-			
	time schedule.	time schedule.	time schedule.	time schedule.			
Bereavement Leave	3 work days	3 work days	3 work days	3 work days	3 shifts for 56 hr EEs	3 shifts for 56 hr	Up to 5 days for 40 hr
					or 5 workdays for 40 hr		schedule EEs; 4/10 or
					EEs	workdays for 40 hr schedule EEs	4/11 schedule EEs 4
	El	Familia de la cons	Familian de la cons	E contra de la contra del la contra de la contra de la contra del la contra del la contra de la contra de la contra del	F		days
Personal Emergency	Employee leave	Employee leave	Employee leave	Employee leave	Employee leave	Employee leave	N/A
Leave Bank	donation pool. Review MOU for details.	donation pool. Review MOU for details.	donation pool. Review MOU for details.	donation pool. Review MOU for details.	donation pool. Review MOU for details.	donation pool. Review MOU for details.	
							04.40.40/
Union Dues	\$5.00/mo	1.74% of base pay	\$60.92/mo	\$56.00/mo	\$181.32/mo	\$181.32/mo	\$148.46/mo

Note: The Human Resources Department has prepared this Benefit Summary for use as a reference tool for staff and other agencies. The information has been compiled using current MOU information and is only a brief summary of benefits. Please see MOU's for further details. MOU's are posted on the City's Intranet and Internet sites. If there is any discrepancy between this document and the MOU's, the MOU's will prevail.